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From:

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Subject:

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FW: Ron Craig / Arizona Public Service Company.. "Before I Die" By Ronald L. Craig roncraig02@msn.com
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OPEN MEETING AGENDA ITEM

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Dear Arizona Corp. Commission Chair Person, Please forgive me for bothering you, but I felt this was my last resort in attempting to share a very embarrassing portion of my life and I hope that there is some way you can find it in your power to bring my story to light attempting to bring those responsible to justice. I thank you for taking the time to read the material and pray that somehow you can help. I had shared my story with our Governor Jan Brewer and she directed me to you as you are the Authority in regards to private Corporations. Thank you, Ron Craig

" BEFORE I DIE ".....By Ronald L. Craig 31 Year Retired APS Employee.

To Whom it may concern or to anyone that may care enough to read, my story of Abuse, Disloyalty of a Company and how a Company with the Power to Destroy operates and comes out squeaky clean in the process. Its all about the Money, Glory and Greed. It took me 31 years to become a Disgruntled and A Ruined Employee of a Turn Coat Company. Another Caption could be How to Cover Up the Cover Up and still become a Vice President of a Major Company. There is more to this story, but I hope someone will simply digest this for now and request more later. I may not be around at that time, but perhaps my story may help prepare the new APS employees as to what can happen to them as well as sharing with them to make ready "NOW" and keep all notes on file as they may well have need of them later....Thanks for reading, Ron!!!

A Brief but True and Accurate accounting of the life of Ron Craig dealing with life in general while spending a life time with Arizona Public Service Company. I am not a whiner, I just do not believe that crooks should get the last laugh and they should be exposed somehow. I Graduated from a small mining town High School in Ray Arizona in 1953, worked in the mines for a few months then joined the US Army during the Korean conflict. Spent one year in Army schools with the Army Security Agency and High Speed Radio Operator Schools in Fort Devens Mass. and Camp Gordon Ga. Traveled to Korea and Okinawa operating the ship to shore Fixed Station and Island radio communications stations. After Honorable Discharge from the Army, I was employed by Hugh's Aircraft Company in El Segundo California as an "A" Tech building Electronic Brain Computer Units for the Air Force bombers and fighter jets for one year before going back home to Arizona.

Was hired by Arizona Public Service Company January 20th, 1958 working as a hot stick line crew groundsman for Over Head Line Construction.

The next 31 years was involved with APS Power Plants working positions from Maintenance Helper, Water Analyst, Auxiliary Operator, Control Operator, Shift Supervisor and then as Senior Power Production Environmental and Safety Analyst for all Arizona Public Service Company Power Plants. Working the Saguaro Power Plant in Red Rock Arizona, start up of the Yucca power plant in Yuma Arizona, start up of the Ocotillo power plant in Tempe Arizona, start up of units one and two at the Four Corners coal fired plant in New Mexico and then the restart up of the old West Phoenix power plant in Phoenix, Arizona. Also was start up Supervisor for the New 501 Westinghouse Gas Turbine units then set up and trained the West Phoenix Plant operators for the new S.T.A.G (steam and gas turbines) General Electric units at the WP Plant.

The Senior Analyst position responsibilities covered many areas, to sum it all up would be to say that anything dealing with any of the power plants, any problems regardless how major or minor was given to me to come up with workable solutions. Major areas would be to include performing minor and major O.S.H.A Safety & Environmental inspections of all facilities to insure total compliance to regulations. Setting up and maintaining Hazardous Waste & Security programs etc. Setting up and maintaining all the Power Plant Training Programs including the Palo Verde Nuclear Basics and establishing the over all coal and gas fired plants Operator Apprenticeship Programs, over seeing all operations. Also reorganized the Power Plants Engineer Training Programs for new and aspiring Engineers that later would become Plant Management Results Engineers etc. One major accomplishment was setting up the Power Plants 24 hour Maint. Red and Purple hold tag program.

Human resources problems were mine to work out, I originated the now used Physical testing requirements that made it possible for woman to enter the mans work force of operations.

It did not take me long to realize one of the major problems that APS had was the millions being spent each year involving employee positions dealing with grievance's, so I set out to see what the problem was and how to solve it, I sent out letters to hundreds of

different departments requesting information and came up with proving the fact that every department was using their own specialized testing matrix's. What ever position was involved, the Supervisor of that department could and did change their matrix on a regular basis that would and could point to a particular individual of their choice. I wrote up a standard matrix that basically stated that all things taken into consideration, if all concerned were qualified, then the Senior person would be awarded that position. There would be a written test along with a hands on test for demonstrating knowledge of the position. This new program eliminated over 90 percent of grievances and saved APS tons of money each year. Other areas of major concern was in negotiations with the Union local 357, it was my job to read the contracts and advise my VP as to the content and potential problems along with answers and solutions. The list goes on but its best to get on the major subject, I have already shared with you my jobs held, all of which I had never had any problems whatsoever, all merit reviews were excellent right up to the time that I was being blasted by my departments management by shoving me to different Supervisor's (3) in just a few short months, each move gave me additional responsibilities but never removing any from previous Supervisors, Their plan at that time was to break me and I could not let that happen, I worked night and day including week ends to keep caught up. Then they took all my job assignments away and turned them over to another analyst, shutting me out all together. Thats when I bid out of the job that I had worked and studied for so many years to achieve. I took a six hundred dollars a month drop in pay and was successful in bidding out to another department. All of this happened because I had been asked to accompany the APS Environmental Department on a routine inspection of the 4/Corners Power Plant for Hazardous waste material, we took cross samples of a couple hundred 55 gal BBL drums along with soil samples of a given area that was suspected of being soaked with oil and other contaminates. We turned over the samples to be tested at a testing facility when we arrived back in Phoenix the next day. A couple days after we had gotten home, I received a phone call from our 4/C plant Hazardous Waste Coordinater who shared some disturbing news with me. His report was for me to forget about having the samples tested and forget about the several hundred 55 gal drums that we took samples from. When I asked him "WHY", he came back saying that someone had come in with big heavy duty earth moving equipment and had dug up and trucked out all the contaminated soils from that area (approx., 4000 cu ft) and had removed it to just outside of the plant fence line and onto Indian land. All the oil drums had been somehow removed as well with no knowledge or where they went to. (cost of testing samples was 5K) I reported this to my immediate Supervisor who than went bananas on me screaming that the plant could not do that and I was to pack a bag and fly there first thing in the morning along with a rep from the Environmental dept. I told my Supervisor that we should not do that, it would be like a Gestapo move, just give me a chance to check into it, discuss the situation and play our cards as we know what they are. I called the testing lab and was told that the hazardous waste content was off the charts, meaning really super bad, we were dealing with some really bad contamination.

We flew to the plant the next day and for some reason the Plant Manager torn in to me apparently blaming me for all his troubles. I did not argue with him and felt that I should wait until I got back to the Phoenix office and share the story with my immediate

Supervisor and let him handle the 4/C Plant Management. What we found was exactly what the hazardous waste coordinator had told me, the major (new) problem was the fact that while unloading (dumping) the contaminated soils, the large piles were stacked along side a mountain top and a lot of the soil was already cascading down the mountain slopes which when it rains, the contaminated soils would then progress down the slopes and eventually into the water ways. From this point on in time, things started getting pretty rough for me, I had told my Supervisor the full story, he said not to worry, he would take care of it. That never happened and the story came out that I was no longer wanted or needed to render any services to the 4/C Power Plant. This is where the story really gets interesting, it was always apparent and ready knowledge that the 4/C Plant Manager was a bosom buddy and friend of our Power Production Dept Vice President, what I believe went on from here was that If the word got out that the 4/C Plant MGR., had purposely removed the contaminated soils to cover up a Hazardous waste situation, that could knock that manager from following into the foot steps and becoming my departments VP when our present VP retired which was right around the corner. Are you getting the picture yet.??? I tried to talk with my VP and share with him what was going on and talk it over with him but he would not talk with me, instead he said a strange thing to me, he said that it had come to his attention that all my Supervisors were scared of me and thats why I had always received such high merit reviews....where in the world was this coming from. Then I was called into our Managers office along with my Supervisor, they had the Manager of the 4/C plant on the phone and he wanted to talk with me personally. I got on the phone with him and he proceeded to chew me out a good one, demanding to know just what it was that I wanted him to do with the bad situation that I had created. I shared with him that I did not create anything, I had been asked to participate in an inspection, did so, and then was told the earth had been removed along with the oil drums and I reported such to my immediate Supervisor, simple as that.

He still demanded that I tell him what I wanted done with the contaminated soils. So I told him that it was not up to me to dictate the proper procedures to him, that should be done by the Environmental Dept as it was their area of expertise. However what I would do, would be to satisfy the existing problem by Red taping the piles of contaminated soils, so they would not be disturbed and then contact the APS Environment Department and have them contact the New Mexico EPA and get their heads together, because I felt that something could be done with the soils right there being aired out and could end up without having to transport all that soil to a Hazardous Waste facility which would be a very costly venture. The 4/C manager said, is that all I wanted and I said yes. From this point, as I mentioned earlier, things kept getting worse so I went into our Human Resource Dept and had a meeting with them, telling them the full story and much to my surprise, the Supervisor called in his Manager and we hashed everything out again. They wanted to know just what I had in mind and expected of them, I told them that I would

appreciate them setting up a meeting whereas the known individuals associated with the situation would sit in and openly discuss the project so my VP of Power Productions could hear the whole truthful story rather than what ever I believed my present Supervisor was sharing with them. It was my belief that my Supervisor was a cowardly individual and was totally spineless. Human Resources Manager and Supervisor said that they agreed with me and felt that I had been treated unfairly and they would set up the meeting and make an attempt to resolve the issue. This never happened, I had successfully bid out of the Power Production Department when I found out that both the Supervisor and Manager of Human Resources had been fired from their jobs. The new management for some reason never took up my cause and it died on the vine. Two years later with excellent merit reviews, my entire Safety Department was released from active service, terminated by removing individual classifications. This happened in the year that the Safety Department was celebrating the climax of the best safety record that APS had ever experienced. Reason that was given, was that now that Safety was doing so well, it was time to reorganize and take a new and fresh look at Safety and modernize it. The only person that was saved from being terminated from their position was the Safety Supervisor and he was knocked down to the position of Safety Analyst, only to be Terminated a few months later.

I attempted to reenter the work force thru the Local IBEW 357 Union as I still was caring an "A" card from the time that I was a Control Operator, this would have and should have enabled me to bump down to what ever classification that I had held before and was still qualified to fill. Guess What..? the Union said Sorry Ron, we (the Union) and APS MGT., have made an agreement that no one will be allowed to bump down from this particular down sizing that APS was going thru. This kind of an agreement between the Union and APS has never happened before and more than likely never will again. It was a one time effort to insure that someone was not allowed to stay in the company no matter what.

This was all a total well planned execution right down to the smallest item, (ME). At the time our Safety Dept was called in for the termination, we were told that APS was sorry, and that none of us did any thing wrong but it was a company sponsored plan of reduction and that APS was going to help us get reestablished into new jobs with other companies.....Yeah Right, if you can believe that one...With all my back ground experience, Certificates and Knowledge, I did not receive one single request for interview, nothing. But now I know the reason why....

I went to various agencies and made my complaint known, but it made no difference, I was told that I was not black, hispanic or a woman so I had no rights to use their services for complaining.

I complained to the President and CEO of APS and asked him to look into my case and give me a hand, I received a letter stating that they had exhausted all efforts to insure that terminating me was the proper thing to do and found that I had a BAD EMPLOYMENT RECORD which showed I could not complete my assignments and when I did, it was never satisfactory. How's them apples Baby...??

I took State exams to qualify myself for various Environmental positions (and passed them all) but for some reason could not nail anything down, then I applied for a Safety

Engineer position in Kearny Arizona, a distant copper mining town approximately one hundred miles southeast of Phoenix Arizona. I was tested and interviewed, I showed them my qualifications in dealing with Hazardous waste, OSHA and Environmental inspections and was hired on the spot. The only hitch, was if I wanted the position, I would have to agree to start at level one Safety Engineer and I said no problem. I gave my Phoenix home away, traveled to the small mining town and purchased a nice home and proceeded to move my family there. I arrived for work on the designated day to start my new career at the age of 53 and was told Sorry Ron, it had come from upstairs that my position was to be awarded to someone else. No more was said, seems that my employee record with APS had some bad information on me that was totally false and there was nothing I could do about it, because no one cared, I had been black listed and could not get a job any where. Now my family and I were stuck in this small mining town that the only jobs available would be from the mine. All because someone wanted to make sure that the 4/C Power Plant Manager was clean and cleared of any problems that could back lash on him thus stopping his move to become a Vice President of Power Productions Dept., which is now known as Electric Operation that governs all of the Arizona Public Service Company's Power Plants. Of which, the old Manager of 4/C was later awarded the position of Vice President of Electric Operations, in the end he got what he wanted.

I have tried for many years to get someone's attention that would make some attempt at clearing my name and bringing to light what the truth was, one thing that I found out through the APS Environmental Department was that there was also a rumor running around that I had called in the Federal Government EPA and turned APS in for Hazardous waste cover up activities. Of which is totally false but I wish now that it had of been true, I really should have turned them in at that time because that is exactly what was attempted, the cost factor was just to high to consider moving all that contaminated soils to Kettleman Hills CA as Hazardous waste and the 4/C Manager Panicked and did the wrong thing by having the contaminated soils removed. I still wonder what happened to the hundreds of 55 gal BBL's of contaminated oil drums that disappeared, its my opinion that they would have had to have been dumped into one of the many holes or man made dumps that was in the area. The same way they disposed of thousands of pounds of Asbestos that had been removed from the units. Recently in the year 2011, I tried once more to contact someone in APS looking for some help and talked with the APS Ethics Department, they requested everything in writing of my so called allegations as they called it, an investigation into the truth of the matter. After almost one year of their investigations, they sent me a letter sharing each separate alleged incident of which they indicated they had completed exhausted investigations to find out the truths etc., but in each item found that APS never did anything wrong and had always maintained proper procedures in all items of concern. When I asked them if they had interviewed anyone following my leaving Power Productions Department, they said yes, when I asked my old Safety Supervisor if anyone from APS had contacted and talked to him concerning me etc., he said "NO",...now is that not just a little bit concerning for an eight month long investigation, they could not even talk with my last Supervisor who by the way gave me a

great merit review. Where is the job assignments that I had failed to do, that info had to have come from my old Power Production Department Management, two years prior to my being terminated..Lot of funny things happen, so that is why I am writing this message to you and my APS friends, I have a little message for you, watch your back side, there is no such thing as Loyalty, perhaps for you towards the company you work for, but you better believe that you are a NUMBER, that can be quickly eliminated for any reason. One good reason to kick a person out that has been in the company for a long period of time, mainly a person in a management position that continues to get merit reviews each year and has a somewhat healthy salary.

By eliminating that persons classification to a new classification (call it what ever), then they can hire someone at just about half the cost that is young and fresh, eager to please and ready to strut their stuff. Not realizing that down the road their number can come up at any given time and whappo, you are no longer there. Don't think for a minute that because you are in the Union that they have your back side in mind, when dollar bills and power get to moving around, you will be shoved aside just like I was. The only thing on your side is "YOU " you need to take care of yourself at all times, take a little bit of time and arrange your filing cabinet to store notes, emails and what ever back up information that you can get about yourself and your Supervision, you just might need it later. Along with that, don't trust anyone with any secrets about yourself, your company friends can and sometimes will trade you in for anything of barter. Another very important item, put all your ideas on paper and submit them to the proper channels making sure you copy upper Mgt., the reason for this my friend, is because your money saving ideas will soon belong to your Supervisor or his Manager and don't think for one second that this is phony baloney. On one situation, where APS Mgt was concerned about the poor capacity factors being generated from the Four Corners Power Plant when the Arizona Corporation was comparing our CF with the EEI system of units in comparable size. I told my Manager that I could give him an immediate ten percent better rating on units 4 & 5 at the 4/C Power Plant and that I could prove it. You see, Capacity Factors is a major name in the Power Industry, improving the capacity factor of a power plant is money in the bank. Capacity Factor calculation is the major tool used to consider new Power Plants.

All this information is what my Manager shared with me when he said that it is all governed by the Federal Government and the State of Arizona Corp. Commission. Its a mathematical equation regarding a units ability to produce a certain amount of power and the actual power generated. My Manager laughed at me and said thanks but no thanks, the upper brass would have a great laugh at his expense and he was not going to go there. So I shared with him that the Units 4 & 5 at 4/C could be derated from their 850 mw classification down to 750 because we never operate them at max generation because of the high maint caused by blown water tubes. So we could in fact derate them with no problems. I found this out when I sent letters of inquiry to the Federal Gov and to the State of Arizona and showed my Manager the letters stating we could derate them by a simple stroke of the pen. A couple weeks later, there was some great celebrations going on, seems our Vice President had struck it rich, he had announced that the wonderful news about Derating the Four Corners #4 & # 5 units that was going to give us

a super great year with Capacity Factors. My Manager told me that the VP had been working on this project for months and had just completed his overall assessment. God these people are really great, I truly love them.....Don't You..?

Further down the road, as one of my major assignments, I worked with Capacity Factors of all the Plants and each month had terrific problems with the power plants giving me their information of plants statistics, seems all the plants had problems with figuring capacity factors, even our APS Power Scheduling dept was always getting the figures wrong. I got to thinking that perhaps it was me so I got with EEI and requested the correct math formula to check it out my self. Low and Behold, I found out that I was indeed correct. Then I got to thinking really deep, our Power Production Dept had a book called the " Blue Book " this is a book that has all the plants capacity factors since the beginning of time, this was one important book because from it all things are created. I started doing the math each year on all the plants from day one, found out that all the capacity factors were totally incorrect, they were all wrong which meant a lot of moneys down the drain somewhere. I shared my information with a lady Supervisor who then wrote a letter to the VP and guess who got the credit for it...No, it was not me....just call me stupid. I will share another quick note, my Manager came to me one day and said that one of the Power Production Vice Presidents was set up to go before the Arizona Corporation Commission and explain all that he knows, answering questions concerning APS plants outages and overall performances.

My Manager requested that I prepared questions and answers for the VP. I worked night and day preparing all questions asked in previous years along with compiling complete factual data covering all plants from the very beginning of their going on line. I was running out of time and needed some help so I asked for some help with over time in getting all the necessary copies made up and stapled making the material ready for the VP to prepare on. My Manager allowed me to keep a young lady engineer, and two secretaries to stay over for two hours to complete the project. We finished the project and a few days later my Manager came to me totally happy, the Vice President had sailed thru the battle with the Arizona Corp. Commission and was out of his mind happy with the work I had done. I was not personally contacted by the VP but my Manager said that he said to pat me on the back. Enough said ...Right....Yeah Butt, approximately two weeks later that same young lady Engineer was promoted to the position of Supervisor in our dept., we were all very happy for her. Until a few months later my Mgr broke down and told me that because APS was involved with a major situation involving women not being promoted into Supervisor positions, he had told the Vice President that it was the lady Engineer that had done such a great job for him in making ready the material for his battle with the Arizona Corp. Commission. Next time, I decided that I would do my stapling of papers myself and not depend on any one. And yes, I never learned my lesson, because the lady that became a Supervisor is the same lady that took the credit for the Plants "Blue Book" Capacity Factors revelation. Darn, I truly do love these people. The last one I will share with you, I have already made mention of was the Employee Job selection Matrix that I (originated the idea for) and wrote that would eliminate grievances when employees bid into various plant positions. My VP also grabbed onto

that one to make a name for himself, he did however indicate that the job had been assigned to me to organize and make ready. The list goes on and on and on, and will for you as well if you if you don't get smart about your job and protect your self. You have got to be smarter than me, which means not being a total dummy.

Oh yes, almost forgot, allow me to share with you, at one time I had some good moneys saved up from a lot of hard work and successful investments. At the major crossroads of my problems, I discussed my story with the (then) VP of Human Resources. I gave a challenge to APS of One hundred thousand dollars for a one time lie detector test and winner take all. Now understand what I am saying here, I was saying that I would put up one hundred thousand dollars and pay that much if I failed the test, I requested nothing from APS if my test showed I was telling the truth, but the truth itself to come out. Thats when this three month long APS (over educated, no nothing) Punk Employee called me a Disgunted Employee. If he had not been 6'4" tall and 280 lbs, I just know that I would have torn his Green, Pimply Purple Head off his shoulders.

Thank you for taking the time to read my story, I hope you take heart in it and plan your future with no fear, just maintain yourself correctly and be aware of the dangers of big management and the power they can and do use when it suits them. And yes, I would appreciate you sharing this story with whomever it suits you especially your APS Friends, Supervisors and Upper Management. If you should have any questions regarding anything that I have shared with you, please feel free to email me and share your thoughts, I would appreciate it wholeheartedly. I just thought of something that I should include in this write up, and I believe you should listen up and listen good, because it is also the truth so help me God.

An area that you really need to protect yourself in is your health, meaning if you have an on job injury experience, don't mess around with it by saying ahhhh thats nothing to be concerned about, because if you do and let it go by the wayside and something does come up about it, meaning poor health etc. Then you are totally out of luck because your ole buddy Supervisor will not listen to you after the fact and back you up with a injured on the job situation report, if it happened several days ago and you did not push for a doctor to check you out, then you will be out in the cold without a coat. Don't believe me...Ok kiddo, its your life, just live it to the fullest and you will see that I am totally right and you will not have anyone give you a hand, just a pink slip that says good bye Charlie if you can no longer do your normal job requirements. Want to know why I know that I am right on the money, its because your Supervisors Merit Reviews are based Heavly on Safety, if he turns in a report on you, thats an incident report that will go against his Merit Review along with his Managers Merit Review.....means they will be losing out on moneys earned and you caused it. Don't think for one minute that they will not remember it and for sure don't think for one moment in time that they will not do everything possible to cover up the injury incident by having someone fill your spot even if its on overtime. I have seen this done and the end result of the situation was the individual ended up losing his medical benefits and was not taken care of. He was told to report to the day room each day and another employee was called in to do his work. They did this successfully

for several days until the pain got the best of the employee and he went to see a doctor.

Meanwhile as time went by, he lost out on his benefits ending up losing it along with his job and landed in the funny farm on 24th and Van Buren in a straight jacket. he later died and thats the end of that story, its all true, you gotta take care of yourself and know the rules of engagement, do not give your full faith and trust into your Supervision, just yourself.

I am still very much concerned about the health of the four corners employees over the many years as what percentage ended up with cancer that could have been caused by ingesting drinking water that could have been contaminate with the a chemical called Hydrazine. One of my reports to my APS management was showing that the 4/C Power Plant did not have a Portable water system and did not purchase drinking water from an out of plant water supplier, instead, someone had set up a tapping system from the unit one condensate storage tank which gave access to the filling of five gallon jugs used for the purpose of providing drinking water for the 4,000 employees at the plant. The lines led me to the rear of the Control Room that had numerous five gal plastic containers being filled. The major problem was, the extracting lines were located approximately two feet below the chemical mixing pot for the Hydrazine Introduction. Hydrazine is a known cancer causing agent, the purpose of introducing it into the water system is for the purpose of removing dissolved oxygen from the system. When I found the lines, I set up a program with the plant to immediately remove the lines and set up a proper system for supplying drinking water for all the employees at the plant. Following inspections showed that the lines had been cut off and fresh drinking water program had been set up.

Sincerely, Ron Craig... If any questions or comments, I would appreciate hearing from you....Thank you..Ron..

ps. I also sent in write ups to all the Arizona Newspapers and none of them cared enough to look into the situation, it was as if they did not want to lose out on the moneys that APS spent on advertisements on a regular basis..., Now, that is total loyalty with a dollar sign on it..

You see, Money does talk and there is stuff that has to take a walk....Ron...